

Pursuant to Section 1.111(e) of the Howard County Code, the following provisions of the Agreement, attached to the Bill as Exhibit A, between Howard County and the Howard County Police Supervisor's Alliance, Howard County Local 112, conflict with the provisions of Title 1 "Human Resources" of the Howard County Code or the Employee Manual:

1. Section 1.2 – Unit Description

Subsections (a) and (c)

2. Section 1.3 – Probationary Employees

3. Article 2 – Authorized Dues and Service Fees Deductions

4. Section 3.3 – Individual Representation

5. Section 3.4 – Union Visitation

6. Section 3.5 – Union Representation

Subsections (a), (b) and (c)

7. Section 3.6 – Consultation Rights

8. Section 3.7 – Use of E-mail and Mail Systems

9. Section 3.8 – Union Briefings

Subsection (b)

10. Section 3.9 – Labor Management Committee

11. Section 3.10 – AVL

12. Article 5 – Hours of Work

13. Section 5.1 – Regular Work Period

14. Section 5.2 – Work Schedule

15. Article 6 – Layoffs

16. Section 7.1 – Wage Adjustments

17. Section 7.2 – Longevity Increments

18. Section 7.3 – Annual Step Increments

19. Section 7.5 – XL Compensation

20. Section 8.1 – Overtime/Compensatory Time

Subsections (a), (b), (c) and (e)

21. Section 8.2 – Shift Differential

22. Section 8.3 – Call-in-Pay

23. Section 8.4 – Court Time

- 24. Section 8.5 – Temporary Duty Pay
  - Subsections (a) and (b)(3)
- 25. Section 8.6 – Holiday Pay
- 26. Section 8.7 – Clothing and Uniform Allowance
- 27. Section 8.9 – Specialty Pay
- 28. Section 8.10 – Detail Pay
- 29. Section 8.11 – Meal Allowance
- 30. Section 8.12 – County Closing
- 31. Article 9 – Secondary Employment
- 32. Section 10.1 – Holidays
  - Subsections (b), (c), (d), (e) and (f)
- 33. Section 10.2 – Annual Leave
  - Subsections (a) and (b)
- 34. Section 10.4 – Disability Leave
  - Subsections (c), (k) and (l)
- 35. Section 10.5 – Disability Leave Incentive Program
- 36. Section 10.6 – Disability Leave Donation
- 37. Section 10.10 – Bereavement Leave
- 38. Section 10.12 – Union Leave
- 39. Section 11.1 – Health Insurance
  - Subsections (b) and (c)
- 40. Section 11.2 – Life Insurance
  - Subsections (b) and (d)
- 41. Article 12 – Death Benefits
  - Subsections (b) and (c)
- 42. Article 13 – Trading of Shifts
- 43. Article 15 – Grievance Procedure
- 44. Section 16.4 – Disciplinary Matrix
- 45. Section 17.2 – Removal of Information
- 46. Section 17.3 – Employee Additions
- 47. Article 18 – Substance Abuse Testing

- 48. Article 20 – Take Home Vehicle
- 49. Article 21 – Howard County Police and Fire Retirement System
  - Subsection (d)
- 50. Article 24 – Physical Fitness Standards/Wellness Program
- 51. Article 25 – Duration and Finality of Agreement